



**NATIONAL INSTITUTE FOR
OCCUPATIONAL HEALTH**

Division of the National Health Laboratory Service

Medical Surveillance

Prof Muzimkhulu Zungu



**UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA**

Denkleiers • Leading Minds • Dikgopolo tša Dihlalefi

Objectives

- Provide background on surveillance in occupational health with particular emphasis on **RISK BASED MEDICAL SURVEILLANCE**
- To discuss the implications of the AMENDED HBA regulations 2022, on **RISK BASED MEDICAL SURVEILLANCE**

Occupational health surveillance

- ‘.....Is the systematic monitoring of exposures & health events in working populations in order to prevent & control occupational hazards & associated diseases & injuries’
 - Gathering information (exposures & associated health events)
 - Analyze the data
 - Disseminate information (workers, unions, employer & regulator)
 - ACTION (interventions at the workplace)

Surveillance meaning occupational health

- Hazard Surveillance
 - Monitoring exposures in the work environment
- Medical Surveillance (**RISK BASED**)
 - Application of medical tests & procedures to workers at risk of diseases & injuries (TB symptom questionnaire & or Chest X-RAY)
 - Workplaces level
- Public Health Surveillance
 - Activities undertaken by government (provincial or national) at population (e.g. OHSS for COVID-19)

Surveillance Laws in OHS

- Occupational Health and Safety Act 85 of 1993 & associated regulations
- Compensation for Occupational Injuries and Diseases Act 130 of 1993

MEDICAL SURVEILLANCE

- “....means a **planned programme** or periodic examination (which may include **clinical examinations, biological monitoring or medical tests**) of employees by an **occupational health practitioner** or, in prescribed cases, by an occupational medicine practitioner”

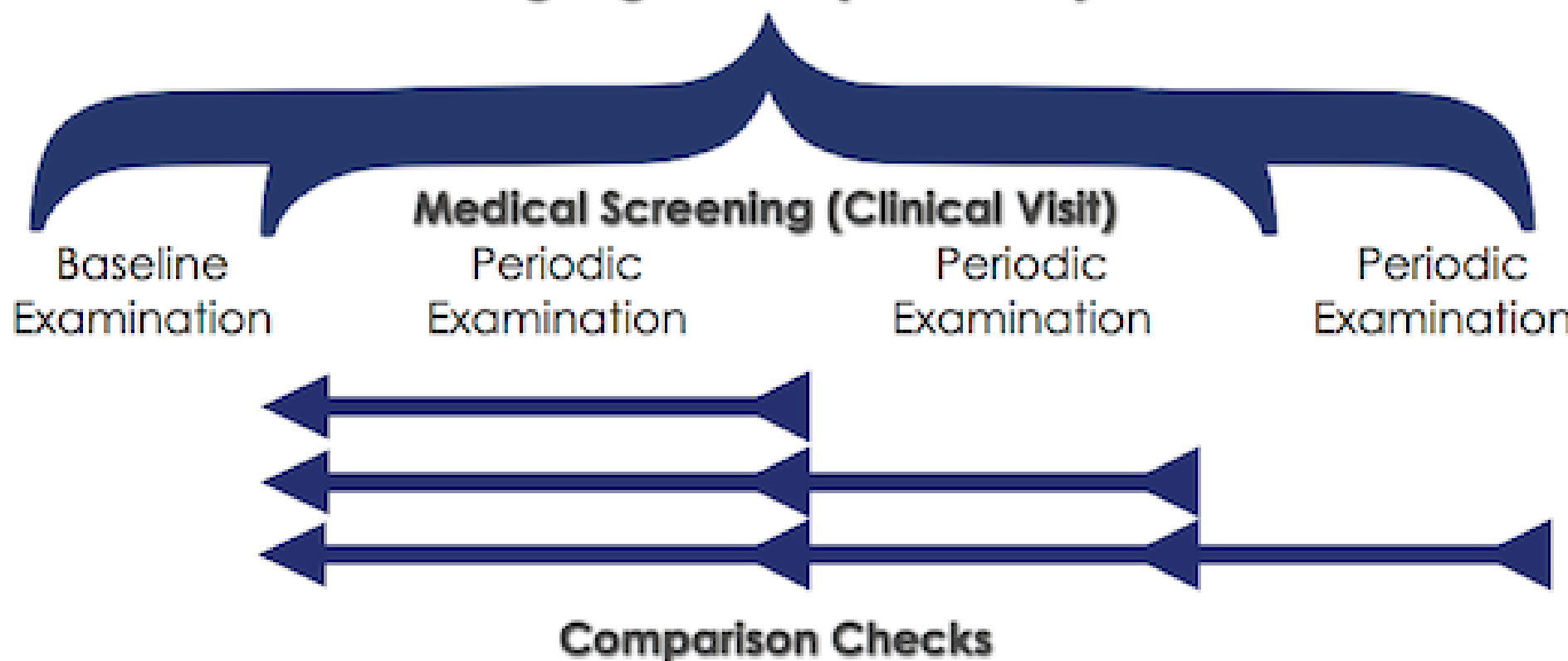
Occupational Health and Safety Act No. 85 of 1993

Purpose of medical surveillance

- **Systematically** establish workers' health status where **exposed** to hazards
- **Monitor effectiveness** of prevention & control measures.
- Ensure **appropriate** medical treatment.
- Establish need for **removal from or return to** a particular work environment



On-going Process (Prevention)



Med surveillance is appropriate only if the following criteria are met:

1. The work is associated with a recognized hazard (exposure)
2. A disease or injury is likely to occur
3. There is a valid method for testing for the health problem
4. It would be of overall benefit to the worker

Medical Surveillance outcome

1. A medical opinion regarding the capability or capacity of an employee to perform the task at hand – **certificate of medical of fitness**
2. The presence or absence of an **occupational disease** or work-related adverse exposure finding

**Ultimately
Improve
Productivity**

Medical Surveillance – Design Considerations

- Occupational Health & Safety Policy
- Appropriately qualified human resources
- Access to infrastructure & equipment
- Risk Assessment
 - Occupational Risk Exposure Profile (OREP)
 - Identification of Target Organs of interest
 - Test selection
 - Develop action criteria
- Medical surveillance protocol & tools
- Ethical practice
- Record management – HIMS

Implications of the AMENDED HBA regulations 2022, on MEDICAL SURVEILLANCE

Regulations leading to medical surveillance

Administrator	HBA Regulations	Extract
Department of Employment and Labour	4	An employer who undertakes work which exposes an employee to HBAs to inform relevant HSR or HSC of intention to conduct & document: • Risk Assessment • Exposure monitoring • Medical surveillance & its necessity • Training
	5 (f)	An employee expose to HBAs to subject themselves to medical surveillance
	6 particularly 6 (5) (b) & 6 (6)(vi)	• conduct & document HRA • have a plan of action e.g. OREP • An employer must review the HRA if medical surveillance reveals adverse health effects where HBA identified as a contributing factor
	7	An employer must establish and maintain an exposure monitoring programme and an action plan (e.g. OREP)
	8	• An employer to establish and maintain a documented system of medical surveillance overseen by an occupational health practitioner BASED ON RISK ASSESSMENT • NB an occupational health practitioner MAY recommend an employee to be under medical surveillance

Medical surveillance as per regulation 8 (2 – 4) should have:

- 8 (2) In-depth counselling & education before
 - Initial medical examination within 14 days
 - Periodic medical examination not later than 24 months
 - Exit medical examination
- 8 (3) a written medical protocol
- 8 (4) approval by employer of all written protocols

Medical surveillance records

- Kept for 40 years
- Made available after excluding personal medical records to inspectors, HSR & HSC
- Formal written consent
- NB medical examinations & tests for 5 years
NB
- If ceases activities hand records to DEL provincial Chief director

Review of session

- Surveillance in Occupational Health surveillance
 - Policy
 - Risk assessment
 - OREP
 - Medical surveillance (**RISK BASED**)
- HBA regulations implications for surveillance

Ngiyabonga / Thank you